Transition Services Program

Directorate of Human Resources

ARMED FORCES Career & Alumni Program

Veteran Opportunity to Work (VOW) to Hire Heroes Act – The Driver

- Improved the Transition Assistance Program
- Authorizes DoD and Homeland Security to permit participation in apprenticeship or pre-apprenticeship programs for transitioning Service Members
- Expands education & training opportunities
- Translates military skills & training into civilian terminology

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The Challenge

- 13,000 Service Members separate DoD wide per year projected to make WA State their permanent residence
- 8,000 per year separate from Joint Base Lewis-McChord through 2016 (we forecast ~9,500 in the
  - ~ 6,000 per year after 2016
  - + / - 400 per month – JBLM AACAP
  - 30-40% of transitioning Service Memb
    from JBLM stay in WA

- WA State is consistently 3rd or 4th highest in the nation for Army Unemployment Compensation (UCX) recipients
- Army pays $32-35 million in UCX annually for WA Stat residents

Washington State Military Transition Council (WSMTC) – The Community Response

State Partners

Federal Partners

Public Partners

Private Partners

Non-Profit Partners

The Solution

Standard Track

- Advanced Resume/ Interview Workshops
- Social Media Workshop
- Hiring Events/Employer Events
- Career Days
- Federal and State Application Seminars
- Updated Department of Labor Employment Workshop
- Center For Advanced Manufacturing Puget Sound (CAMPS) Orientations/Training
- Operation Good Jobs On-Site
- Hire America's Heroes Pipeline Project
- NW Edge Program for those staying in WA (partnership with Governors Veteran's Employee Resource Group, ProLango, UW and Economic Development Council)

Higher Education Track

- Higher Ed Track classes and Campus Visits
- College 101 Workshops
- Professional Educational Counseling Sessions
- Assessment and College Placement/Credit Testing
- Graduate Degree Admission Testing
- Troops to Teachers
- College and Apprenticeship Fairs
- GI Bill Information Sessions
- College Application Seminars
- GoArmyEd 101
- Financial Aid Application and Scholarship Seminars
- Army Credentialing Opportunities Online (COOL)
- Experiential, Joint Services Transcript and Community College of the Air Force Evaluations

Career Technical Training Track

- **Veterans in Piping (VIP)**
- Helmets to Hardhats
- Career and Technical Colleges Orientation
- **Veterans in Construction Electric (VICE)**
- Joint Aerospace Training Center
- Center for Advanced Manufacturing
- Union Sponsored Training and Placement Programs
- Career Technical Track Training and off-site visits
- **Heating, Ventilation, Air Conditioning and Refrigeration (HVAC-R) training on-post**
- **Microsoft Software & Systems Academy**
- **IUPAT Painters and**

Small Business Track

- Boots to Business Workshops
- Veterans Outreach for Training and Education (VOTE) Series (9 week course, 4 hours each week)
- Starting a Business Seminar
- UW-T Incubator Program
- Off-site Incubator Visits in conjunction with Boots To Business Workshops

JBLM Apprenticeship Program Model

- Direct entry into paid apprenticeship programs nation-wide and within WA State
- Free to transitioning Military
- Ensure high skill candidates in badly needed trades
- Earns college credit and continued free training to advance skills
- Not just a job; a high paying family wage career
- Continues the brotherhood of the military

- Annual on-base apprenticeship fair
- Field trips to local unions Career/Technical Track
- Commander authorization required
- Senior Enlisted Advisor screens all applicants
- Requires immediate transition and placement; perishable skills
- Ambass[illegible] military

Veterans in Piping (VIP)

Heating, Ventilation, Air Conditioning and Refrigeration (HVAC-R)

- 18-week, full-time accelerated training program; direct entry into 5-year paid apprenticeship program
- Apprentices continue to earn college credit while they learn their trade
- Prevailing wage is approximately $17 per hour plus employer paid benefits for vision, dental, medical & pension.
- Starting salary is approximately 50% of Journeyman wages. Salary increases 10% every 6 months until

Welding

IBEW & NECA Veterans In Construction Electric (VICE)

- 12-weeks of accelerated training program; direct entry into 5-year paid apprenticeship for Inside Wireman.
- Classes began Sep 2013
- Prevailing wage is $18.50 per hour plus full family medical and pension. Starting salary is approximately 60% of Journeyman wages.
- Salary increases 10% every 6 months until Journeyman status is

IUPAT Painters and Allied Trades Veteran Pain)

- 3-week, full-time training program; direct entry into 4-year paid apprenticeship
- Classes begin March 2014 with direct entry into 4-year paid apprenticeship
- Earn 2 certifications for industrial coatings (CAS I & II) with college credit toward an Associate's degree
- Prevailing wage is $17 per hour plus employer paid benefits for vision, dental, medical & pension. Starting salary is approximately 60% of Journeyman wages.
- Salaries increase 10% every 6 months

Microsoft

Software & Systems Academy

Microsoft Software & Systems Academy (MSSA)

Saint Martin's UNIVERSITY

- 16-weeks Computer Programming with Saint Martin's University on-post
- Guaranteed interview with Microsoft on successful completion
- Microsoft Salaries are approximately $100,000 per year plus employer paid benefits for vision, dental, medical & stocks
- Not everyone will get a job with Microsoft

Teamsters Veterans Entering Trucking

- 6-week, Apprentice Truck Drivers in Construction Program; Classes begin June 2014
- Full CDL Training with all endorsements
- 3000 hrs OJT with full Teamster Union benefits
- Prevailing wage is $22.53 per hour plus full family medical and pension. Starting salary is approximately 70% of Journeyman wages.
- Salary increases every 6 months until journeyman status is reached

UNION PLUMBERS,
FITTERS, WELDERS AND
HVAC TECHS
America for Over 130 Years
Air-Conditioning and Refrigeration

Microsoft
Military2Microsoft
WeStillServe.com
Boots to Shoes

Questions?

BACK-UP SLIDES

Apprentice ship P

MSSA:

- 16 weeks of computer programming
- with Saint Martin's University, JBLM
- Utilizes the DoD tuition assistance program and/or Service Member GI Bill benefits
- Guaranteed interview with Microsoft on successful completion

VIP/HVAC-R & Welding

- 18-weeks long; direct entry into 5-year paid apprenticeship
- Classes began Jan 2013 with nation-wide placement
- 76 JBLM Servicemembers have been placed directly into careers

Newly Added Apprenticeship Programs

IBEW & NECA Veterans In Construction Electric (VICE) Inside Wireman, Renton, WA

Five Active Duty Service Members have enrolled/successfully completed in WA State

IUPAT Painters and Allied Trades Veteran Painters (PATVP)

- 2 weeks long; direct entry into 4-year paid apprenticeship
- Classes begin 25 Mar 2014 with placement into 4-year apprenticeship careers nationwide
- Earn 2 certifications for industrial coatings (CAS I & II) with college credit

Teamsters Veterans Entering Trucking (VET)

- Pre-apprenticeship, JBLM

Class for JBLM begins Jun 2014 and will run for six weeks.

Careers are available ate